GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:1501
ANSWERED ON:21.07.2014
LABOUR LAWS FOR UNORGANISED SECTOR
Patel Shri Prahlad Singh

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)whether there are different laws for the unorganised sector labourers of the Multi- National Companies (MNCs);

(b)if so, the details thereof;

(c)whether labourers from such MNCs are not being registered;

(d)if so, whether such labourers are able to get the protection of social security without being registered; and

(e)the reaction of the Government thereto?

Answer

MINISTER OF STATE FOR STEEL, MINES, LABOUR AND EMPLOYMENT (SHRI VISHNU DEO SAI)

(a) to (b): The term 'unorganized worker' has been defined under the Unorganized Workers Social Security Act, 2008 as a home-based worker, self-employed worker or a wage worker in the organized sector and includes a worker in the organized sector who is not covered by any of the Acts mentioned in Schedule-II of this Act i.e.

(i) The Workmen's Compensation Act, 1923 (8 of 1923),

(ii) The Industrial Disputes Act, 1947 (14 of 1947),

(iii) The Employees' State Insurance Act, 1948 (34 of 1948),

(iv) The Employees' Provident Funds and Miscellaneous Provision Act, 1952 (19 of 1952),

(v) The Maternity Benefit Act, 1961 (53 of 1961) and The Payment of Gratuity Act, 1972 (39 of 1972). If, the workers of MNC not covered in the above mentioned act, then this workers are unorganised sector workers under the aforesaid Act.

(c): At present there is no specific scheme to register unorganized workers in MNCs.

(d) & (e): With a view to providing social security to unorganized workers including unorganised workers working in MNC, a National Social Security Board is constituted at the central level to recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers. All unorganised workers are eligible to get benefit under the social security/welfare schemes under the Act.